



TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE

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TRICIA O'DONOGHUE, CHAIRMAN
BARBARA BOLTZ
ANDREA HAAS
AUGUSTA HAYDOCK
JACK JONES
LORI LENNON

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee Meeting Minutes Wednesday May 9, 2018 7:30 p.m.

Present: Tricia O'Donoghue (Chairman), Augusta Haydock, Barbara Boltz, Caryn Malloy, Lori Lennon, Jack Jones

Absent: Andrea Haas

Minutes

Barbara Boltz moved approval of the March 14, 2018 minutes.

SO VOTED

Current Job Openings

The Committee reviewed current job openings and hiring activity. Caryn Malloy worked with the new Facilities Director Steve Nesterak to advocate for additional resources enabling the town to hire two qualified minority candidates to work in the elementary schools.

Current Bid Projects

Tricia O'Donoghue reviewed the follow up letter sent to Nawaaf Kaba, Arlington's representative to the Minuteman District School Building Committee; the letter requested a copy of the female and minority participation language as it appears in the contracts and subcontracts for the construction of the new school.

The Committee requested that a similar letter that was sent to Minuteman initially from the Committee be drafted to be sent to the E. A. Coangeli Construction Co, Inc. regarding their participation goals for MBE and WBEs on the project.

School Diversity Task Group (SDTG)

Barbara Boltz reported on the April 2nd meeting. Discussed at that meeting were the diversity coffee, status of recruitment and hiring and the timetable for setting of

department goals including cultural competency. At this point each school will be doing its own cultural competency training and some schools are starting their own diversity groups. The results of a parent survey resulted in the elimination of crazy hair day and Colonial Day is no longer a dress up in period costume day. There will be further dialogue on Colonial Day Curriculum.

Lori Lennon reported on the April 30th meeting. After a recap of the issues discussed on 4/2 the group got into a discussion about recruiting more teachers of color and getting more people of color into classrooms to do special instruction (for example having a college student of a diverse background teach 3-D printing or some other topic).

Barbara Boltz reported that the diversity coffee held on April 9th was the best attended yet; there were 17 people in attendance and all were very engaged in the conversation.

Other Business

Tricia O'Donoghue shared that she had sold her home in Arlington and would be relocating to central Massachusetts. The Committee was very saddened by the news that she would no longer be serving the Town.

Augusta Haydock moved to adjourn the meeting at 8:30 p.m.

Caryn Malloy
Equal Opportunity Officer